democracy and its process zealously, Jewish social work has an even greater role and responsibility. All social workers must be aggressive and take the lead in planning and initiating, rather than merely running to Washington to profess patriotism and to find out what they have arranged for us and what details we have been asked to carry through. If this is a struggle to preserve the democratic way of life we have a vital contribution to make especially in the area of social planning. Here, if we are sufficiently imaginative, we can utilize to the full our professional knowledge and skills in closest conjunction with earnest citizens who also want to help. As new needs arise and action is necessary to meet them we must be on the alert to view them against long range as well as immediate objectives. We will want to set up priorities for those measures which will fit into and strengthen our permanent social welfare structure as against temporary and improvised measures which may even be at the expense of our long range objectives. In the same way that many industrial leaders are fearful that in a long drawn out period of defense, controls may change our economic way of life, we too should be mindful and zealous of that which social work has to protect.

There may be those who will claim

that much of what is being said is not the concern of social work, that social work is essentially a method and process and that our task is to improve our professional skills. I would call to the attention of such claimants the following statement by Kurt Lewin on the developments in Nazi Germany. "The educational processes, even within a small educational unit like the family, depend to a high degree on the spirit of the larger social body in which the persons are living. Any change in the political, economic, or social structure of this larger group, like the nation, deeply affects not only the organization of education but its whole spirit and technique as well." 1 In brief, our method and process does not exist in a vacuum and any marked changes in the social climate can make a mockery of our methodology and its relation to democratic values.

I seem to have pulled my paper from a concern for specifics toward more general and philosophical considerations. In fact, I seem to have reversed the title to read, The Impact of Social Work on the Present Crisis. It was not unintentional. My one hope is that it does not represent wishful thinking for I have a fear that if it does, then it is later than we think.

DISCUSSION OF DR. COHEN'S PAPER

By MARCEL KOVARSKY

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Y assignment is to comment on Dr. Cohen's paper from the standpoint of the case work field. This task has been greatly facilitated by the systematic and imaginative treatment which he has given the subject. After pointing out that the current crisis differs from that of World War II in its diffuseness, in the uncertainty regarding its scope and direction, and in the absence of a vigorous and unified feeling on the part of the people, he goes on to list some of the developments, actual or projected, which would affect the need for welfare services. He states, correctly, that the full impact of these changes on agency programs has not yet been felt.

A recent statement by the Family Service Association of America predicted that growing world tensions and rapid movement in the national defense effort would produce inevitably heavy strains on the average American family in 1951. Families will be required to cope with many more tangible problems than in the year past, the statement pointed out, and family relationships will be subject to continued and increased strains resulting from separation of family members, "war nerves," and the insecurity resulting from necessary changes in housing and employment. The labor force is expected to increase by 11/2 million persons during this year and since, as Dr. Cohen has pointed out, we are starting from a base of already high employment, this means an increased flow of women, teen-age youth and older persons into jobs.

All of this means that case work agencies will be faced by a growing need for family counseling, for help with problems of adjustment to new communities and of financial management, and for such tangible services as homemaker service, day care and foster placement.

Whether the Jewish group will be affected differentially, and if so how, poses an interesting question. Theoretically one might reason that since Jews are not largely employed in heavy industry or in construction trades, and since the outlook is for a military establishment of three or three and a half million (compared to 12 million in World War II), the dislocation among Iewish families will be less severe. It is most interesting to note, therefore, that in the 1950 Yearbook of Jewish Social Work just published by the Council of Jewish Federations and Welfare Funds, it is reported that in 1949 (which was before the current crisis started) Jewish family agencies experienced increased demands for service from local resident families, as reflected in a gain of 5.6% in active cases over the previous year, compared to a gain of 21/2% for non-Jewish agencies. While equally definitive figures for 1950 are not available, it is my impression that growth in the de-

¹ Lewin, Kurt, Resolving Social Conflicts, Harper and Brothers, New York, 1948, p. 3.

DISCUSSION OF DR. COHEN'S PAPER

mand for counselling services has been maintained. With the volume of service to New Americans, who over the past 2 or 3 years have constituted a substantial proportion of agency case loads, now on the decline, many Jewish family agencies are able to put more staff, effort, and sometimes money into the development of their counselling programs and their extension to all segments of the community.

Another aspect of the current situation noted by Dr. Cohen was inflation. This has its effect not only on people but also on agencies, some of whom are finding themselves in a position of having not just a fixed but actually a decreasing income. With community chests raising less rather than more each year, and with Jewish welfare funds having passed their fund raising peak, the outlook for the development of case work services in a period of rising costs is often discouraging. The problem is accentuated, curiously, by the increasing proportion of men in the field who, in the light of decreasing opportunities for the better paid executive and community organization jobs, face the choice of remaining in case work practice or supervision and

supplementing their income by outside work, or leaving the field completely. There is not one of us here tonight who cannot think of a half-dozen former colleagues who are now in business, many of them representing real losses to the field.

I think we can all be grateful to Dr. Cohen for his emphasis on the intent behind the current defense effort and for his insistence that social work, and particularly Jewish social work, must never lose sight of its fundamental concern for people and their welfare. He is right, also, in stressing the intimate relation between social work and the democratic process. Case work as we know it could hardly be carried on in a setting which did not recognize the right of each individual to make his own decisions. We owe Dr. Cohen a debt for pointing out that those who attack democracy and civil rights and equal opportunity, also attack the roots of what we professionally believe and practice. His challenge to Jewish social work and Jewish social workers to align themselves with the forces of democracy and progressivism is one to which I think we should all rise.

The Jewish Social

CRITERIA FOR PROFESSIONAL PRACTICE IN JEWISH COMMUNITY ORGANIZATION

By BENJAMIN B. ROSENBERG

Council of Jewish Federations & Welfare Funds

▼RITERIA are not static; they evolve with the changes in the scope of the professional field and in the skills which the practitioner has to bring to the effective discharge of his professional responsibilities. The past years witnessed significant developments in the field of community organization. On the overall scene, we saw the expansion in the role of government in health and welfare programs, in the scope of community welfare councils, in the participation of organized community groups, whether of industry or labor, in the planning processes for health and welfare services as well as in their financing. In the Jewish field there is the continuing integration of community services, the expansion of the central community organization, the greater concern with the role of the organized community in the cultural areas; in Jewish education, community relations and with problems of national-local relationships.

The practitioner in community organization must match these developments in the field in professional preparation and skills, as well as in personal qualities. In other words, any consideration of criteria for professional practice in Jewish community organization must grow out of our definition of community organization as a field of social work as well as

a distinct discipline and out of the unique needs and problems of the Jewish field.

Though much has been written recently on the objectives, functions and directions of Jewish community organization, a brief review is in order to serve as a framework for our consideration of criteria for professional skills.

The Field of Jewish Community Organization

Recognition of community organization as a basic process in social work is of recent vintage and, as practitioners of community organization, we are still grappling with definitions of community organization as a method and the application of these definitions into current practice. Pragmatically, however, the field has developed a body of experience both in content as well as in skills, which serves as a core for the continuing process of defining the nature of community organization as a separate discipline within social work.

There is general agreement that community organization is the process whereby community needs are determined and individuals and groups are enabled to work together toward meeting these needs. The process involves interpersonal and intergroup relationships. The professional worker plays a central role in this interrelationship through his